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ABSTRACT

This volume is the second annual Texas Public Library Summary. It contains information as submitted by local public libraries on their 1994 Annual Report forms. The contents include: analytical tables; statistical summary overview; operating and materials expenditures adjusted for inflation; Texas library per capita data compared to U.S. averages; operating income per capita; income and percent of population served by type of library; salary and staffing data; number of public libraries by state; public library income from all sources; 1993 operating expenditures by state; direct expenditures per capita; circulation per capita; reference transactions per capita; and rank order of Texas public libraries by population served. Results show that Texas libraries improved in some key categories from 1993 to 1994. Income and expenditure increased in all categories. Library visits increased by approximately 5% and reference transactions per capita increased 7.7%. Libraries added a total of 159 new paid staff positions in 1994, 35 of which were MLS librarians. Several other measures showed their first decline in several years. Circulation per capita declined almost 5%, and the number of book items per capita and total items decreased. While spending has increased in Texas public libraries from 1985 to 1994, the increases have not kept pace with inflation. Texas trails the nation in library support, spending only \$11.09 per capita for public library service compared to the national average of \$19.16. (SWC)



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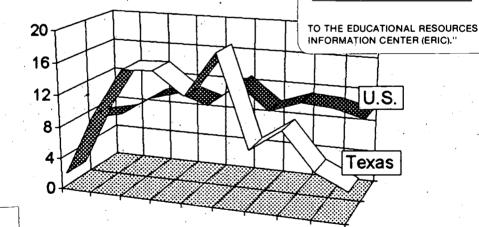
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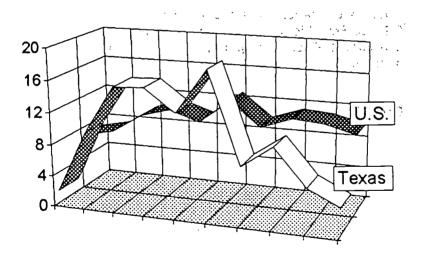
LIBRARY DEVELOPMENT DIVISION

1995

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Texas Public Library

for 1994



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introduction

This is the second annual *Texas Public Library Summary*. It contains information as submitted by local public libraries on their 1994 Annual Report forms. Detailed data from each public library is published in a separate volume, *Texas Public Library Statistics for 1994*.

The following tables and charts present aggregate data on Texas libraries. They contain analytical tables that allow a library to compare its activity to that of similar libraries across the state. Charts and maps compare Texas library expenditure and service data to other libraries in the U.S. A new page in this year's book analyzes staffing data for Texas public libraries and another demonstrates inflation-adjusted figures for total operating and library materials expenditures for the past ten years.

Texas libraries improved in some key categories from 1993 to 1994. Income and Expenditure increased in all categories. Library visits increased by about 5% and reference transactions per capita showed a sharp increase of 7.7% from 1.03 in 1993 to 1.11 in 1994. Libraries added a total of 159 new paid staff positions in 1994, 35 of which (22%) were MLS librarians.

Several other measures, however, showed their first decline in several years. Circulation per capita dropped almost 5% from 4.54 to 4.32. The number of book items per capita held in Texas public libraries decreased and total items held fell from from 3.17 to 3.13. The expenditure charts showing inflation-adjusted library expenditures offers some clue to this situation. While spending has increased in Texas public libraries from a total of \$120 million in 1985 to over \$180 million in 1994, these increases have not kept pace with inflation, making those 1994 dollars worth only \$137 million 1985 dollars. And Texas trails the nation in library support, spending only \$11.09 per capita for public library service compared to the national average of \$19.16.

With these charts and tables, we have attempted to anticipate the needs of librarians in the state for comparison data. Situations will arise, however, that require different data or data in a different format. I encourage any Texas public library staff in need of customized data to call me at 512/463-5527.

Mark L. Smith Library Development Division Texas State Library



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Table 1 - Annual Per Capita Expenditures for Salaries

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|------|--------------|--------------|--------------|-------|---------|
| Under 2,000 | 53 | • | 2.80 | 7.22 | 11.23 | 65.26 | 9.94 |
| 2,000-4,999 | 124 | * | 2.33 | 4.52 | 8.37 | 26.42 | 6.65 |
| 5,000-9,999 | 107 | 0.03 | 3.01 | 4.60 | 7.34 | 19.20 | 5.66 |
| 10,000-14,999 | 54 | 0.16 | 3.12 | 4.62 | 6.57 | 16.99 | 5.43 |
| 15,000-24,999 | 47 | 1.82 | 3.89 | 6.69 | 8.51 | 27.98 | 7.29 |
| 25,000-49,999 | 46 | 1.36 | 4.07 | 6.01 | 8.88 | 16.90 | 6.60 |
| 50,000-99,999 | 24 | 1.56 | 4.33 | 7.59 | 9.81 | 16.49 | 7.76 |
| 100,000-249,999 | 20 | 1.81 | 5.55 | 7.45 | 8.85 | 19.00 | 7.97 |
| Over 250,000 | 9 | 4.92 | 6.07 | 6.76 | 9.63 | 14.75 | 8.41 |
| State Total | 484 | * | 3.15 | 5.70 | 8.58 | 65.26 | 6.85 |

^{* =} less than .01

Note: Total wages and benefits (from 1994 AR/SMA question 3) divided by population served

Table 2 - Population per ALA/MLS Librarian

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|-------|--------------|--------------|--------------|--------|---------|
| Under 2,000 | 3 | 2,355 | 2,625 | 2,896 | 2,987 | 3,078 | 2,776 |
| 2,000-4,999 | 11 | 2,072 | 4,283 | 4,800 | 5,329 | 7,203 | 4,607 |
| 5,000-9,999 | 13 | 2,862 | 6,401 | 7,839 | 9,971 | 17,768 | 8,532 |
| 10,000-14,999 | 12 | 3,567 | 11,006 | 13,155 | 14,701 | 23,940 | 12,743 |
| 15,000-24,999 | 26 | 2,608 | 15,731 | 17,806 | 21,414 | 24,580 | 16,460 |
| 25,000-49,999 | 45 | 5,736 | 11,672 | 19,855 | 30,000 | 45,023 | 22,432 |
| 50,000-99,999 | 23 | 5,500 | 9,962 | 15,099 | 27,064 | 54,752 | 19,917 |
| 100,000-249,999 | 20 | 5,573 | 10,066 | 12,613 | 18,585 | 34,508 | 15,520 |
| Over 250,000 | 9 | 7,693 | 8,832 | 13,324 | 16,112 | 16,651 | 12,679 |
| State Total | 162 | 2,072 | 8,284 | 13,633 | 21,784 | 54,752 | 16,370 |

Note: Population served divided by number of ALA/MLS librarians (from 1994 AR/SMA question 48)



Table 3 - Population per FTE Employee

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|-------|--------------|--------------|--------------|--------|---------|
| Under 2,000 | 53 | 288 | 1,222 | 1,744 | 2,753 | 15,870 | 2,475 |
| 2,000-4,999 | 125 | 668 | 1,878 | 3,032 | 4,862 | 9,848 | 3,682 |
| 5,000-9,999 | 108 | 1,117 | 2,339 | 3,393 | 5,601 | 39,078 | 5,024 |
| 10,000-14,999 | 54 | 1,612 | 3,322 | 3,996 | 5,584 | 49,009 | 6,099 |
| 15,000-24,999 | 47 | 1,180 | 2,520 | 3,529 | 4,832 | 8,346 | 3,806 |
| 25,000-49,999 | 46 | 1,510 | 2,940 | 3,616 | 5,134 | 14,984 | 4,323 |
| 50,000-99,999 | 24 | 1,519 | 2,641 | 3,166 | 4,977 | 12,588 | 4,148 |
| 100,000-249,999 | 20 | 1,504 | 2,816 | 3,322 | 4,717 | 7,673 | 3,816 |
| Over 250,000 | 9 | 1,812 | 2,542 | 3,947 | 4,132 | 5,726 | 3,492 |
| State Total | 486 | 288 | 2,210 | 3,311 | 4,957 | 49,009 | 4,220 |

Note: Population served divided by number of full-time equivalent employees (from 1994 AR/SMA question 51 "Total library paid staff").

Table 4 - Annual Per Capita Expenditures for Materials

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|------|--------------|--------------|--------------|-------|---------|
| Under 2,000 | 55 | 0.10 | 0.80 | 2.37 | 4.64 | 14.52 | 3.59 |
| 2,000-4,999 | 127 | 0.06 | 0.53 | 1.15 | 2.02 | 7.56 | 1.61 |
| 5,000-9,999 | 108 | 0.04 | 0.61 | 1.21 | 1.69 | 4.80 | 1.32 |
| 10,000-14,999 | 53 | 0.16 | 0.70 | 1.00 | 1.48 | 4.66 | 1.21 |
| 15,000-24,999 | 48 | 0.06 | 0.89 | 1.39 | 2.19 | 4.77 | 1.66 |
| 25,000-49,999 | 46 | 0.35 | 0.93 | 1.32 | 1.68 | 3.92 | 1.47 |
| 50,000-99,999 | 24 | 0.33 | 1.05 | 1.72 | 2.28 | 3.14 | 1.77 |
| 100,000-249,999 | 20 | 0.69 | 1.15 | 1.44 | 2.27 | 3.47 | 1.71 |
| Over 250,000 | 9 | 1.51 | 1.74 | 1.86 | 2.09 | 2.75 | 2.00 |
| State Total | 490 | 0.04 | 0.75 | 1.30 | 2.17 | 14.52 | 1.73 |

Note: Materials expenditures (from 1994 AR/SMA question 9 "subtotal collection") divided by population



Table 5 - Items per Capita

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|------|--------------|--------------|--------------|-------|---------|
| Under 2,000 | 54 | 0.89 | 5.91 | 9.07 | 13.80 | 48.67 | 11.35 |
| 2.000-4,999 | 123 | 0.17 | 3.68 | 5.06 | 6.35 | 11.87 | 5.17 |
| 5,000-9,999 | 101 | 1.17 | 2.44 | 3.05 | 4.20 | 27.13 | 3.67 |
| 10.000-14,999 | 52 | 0.37 | 1.82 | 2.46 | 2.96 | 4.94 | 2.56 |
| 15.000-24.999 | 47 | 0.74 | 1.62 | 2.20 | 3.06 | 4.63 | 2.35 |
| 25,000-49,999 | 44 | 0.49 | 1.34 | 1.79 | 2.12 | 2.88 | 1.75 |
| 50,000-99,999 | 22 | 0.70 | 1.18 | 1.55 | 1.78 | 4.18 | 1.62 |
| 100,000-249,999 | 18 | 0.18 | 0.86 | 1.12 | 1.36 | 2.19 | 1.15 |
| Over 250,000 | 7 | 0.34 | 0.52 | 0.61 | 0.66 | 1.91 | 0.75 |
| State Total | 468 | 0.17 | 1.93 | 3.01 | 5.07 | 48.67 | 4.29 |

Total items (from 1994 AR/SMA question 38 "Volumes, Items, or Physical Units") divided by population served

Table 6 - Periodical Subscription Per 1,000 Population

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|------|--------------|--------------|--------------|-------|---------|
| Under 2.000 | 44 | 0.57 | 3.20 | 13.74 | 22.81 | 72.13 | 17.23 |
| 2.000-4.999 | 116 | 0.21 | 2.37 | 5.49 | 11.77 | 41.42 | 7.98 |
| 5,000-9,999 | 102 | 0.38 | 2.37 | 4.69 | 7.43 | 17.27 | 5.35 |
| 10.000-14.999 | 53 | 0.47 | 2.71 | 4.41 | 6.37 | 22:99 | 4.83 |
| 15.000-24,999 | 46 | 0.70 | 2.35 | 4.21 | 5.42 | 11.46 | 4.43 |
| 25.000-49.999 | 45 | 1.77 | 2.89 | 3.84 | 5.00 | 11.66 | 4.30 |
| 50,000-99,999 | 24 | 1.04 | 2.79 | 3.77 | 6.30 | 9.59 | 4.43 |
| 100.000-249.999 | | 1.48 | 2.36 | 3.73 | 5.22 | 10.15 | 4.08 |
| Over 250,000 | | 1.92 | 2.42 | 3.07 | 3.95 | 5.80 | 3.47 |
| State Total | 459 | 0.21 | 2.49 | 4.54 | 7.46 | 72.13 | 6.77 |

Note: Total current periodical subscriptions (from 1994 AR/SMA question 39) divided by population served divided by 1,000.



Table 7 - Circulation Per Capita

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|------|--------------|--------------|--------------|-------|---------|
| Under 2,000 | 55 | 0.35 | 2.89 | 5.64 | 11.73 | 65.52 | 9.63 |
| 2,000-4,999 | 126 | 0.35 | 2.11 | 4.26 | 7.30 | 24.32 | 5.44 |
| 5,000-9,999 | 110 | 0.20 | 2.46 | 3.89 | 6.08 | 20.26 | 4.69 |
| 10,000-14,999 | 52 | 0.19 | 2.62 | 3.47 | 6.26 | 11.62 | 4.35 |
| 15,000-24,999 | 49 | 1.14 | 3.15 | 4.55 | 7.05 | 11.46 | 5.09 |
| 25,000-49,999 | 46 | 0.24 | 2.62 | 4.09 | 5.91 | 9.46 | 4.42 |
| 50,000-99,999 | 24 | 0.59 | 2.34 | 3.62 | 6.01 | 8.78 | 4.06 |
| 100,000-249,999 | 20 | 0.91 | 3.15 | 4.00 | 5.92 | 9.71 | 4.63 |
| Over 250,000 | 9 | 3.20 | 3.78 | 4.09 | 5.77 | 14.48 | 5.84 |
| State Total | 491 | 0.91 | 2.62 | 4.15 | 6.79 | 65.52 | 5.41 |

Note: Total circulation (from 1994 AR/SMA question 40 "Number of library circulation transactions") divided by population

Table 8 - Collection Turnover Rate

| Population | Number of Libraries | , Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|-------|--------------|--------------|--------------|-------|---------|
| Under 2,000 | 52 | 0.02 | 0.29 | 0:52 | 1.67 | 6.96 | 1.24 |
| 2,000-4,999 | 118 | 0.08 | 0.42 | 0.83 | 1.60 | 8.72 | 1.24 |
| 5,000-9,999 | 101 | 0:07 | 0.63 | 1.14 | 2.08 | 7,19 | 1.56 |
| 10,000-14,999 | 50 | 0.05 | 0.95 | 1.45 | 2.57 | 8.64 | 2.08 |
| 15,000-24,999 | 47 | 0.45 | 1.61 | 2.11 | 2.92 | 7.53 | 2.41 |
| 25,000-49,999 | 44 | 0.16 | 1.74 | 2.37 | 3.50 | 16.16 | 2.85 |
| 50,000-99,999 | 22 | 0.72 | 1.39 | 2.36 | 4.39 | 5.66 | 2.74 |
| 100,000-249,999 | 18 | 0.46 | 3.02 | 3.97 | 6.06 | 19.26 | 5.51 |
| Over 250,000 | 7 | 2.14 | 5.46 | 7.39 | 14.92 | 27:38 | 11,10 |
| State Total | 459 | 0.02 | 0.70 | 1.48 | 2.58 | 27.38 | 2.06 |

Note circulations (from 1994 AR/SMA question 40) divided by total items (from 1994 AR/SMA question 38 "Volumes, Items or physical units").



Table 9 - Hours Open Per Week

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|-------|--------------|--------------|--------------|-------|---------|
| Under 2,000 | 57 | 6.00 | 20.00 | 24.00 | 35.00 | 48.00 | 26.81 |
| 2,000-4,999 | 127 | 10.00 | 22.75 | 30.00 | 39.00 | 60.00 | 31.23 |
| 5,000-9,999 | 108 | 9.00 | 32.00 | 40.00 | 45.00 | 60.00 | 38.35 |
| 10,000-14,999 | 54 | 9.00 | 39.25 | 43.50 | 46.75 | 60.00 | 41.90 |
| 15,000-24,999 | 49 | 16.00 | 43.00 | 48.00 | 52.00 | 64.00 | 47.07 |
| 25,000-49,999 | 46 | 40.00 | 48.00 | 52.50 | 58.38 | 66.00 | 52.57 |
| 50,000-99,999 | 24 | 44.00 | 50.75 | 56.50 | 60.50 | 70.00 | 56.76 |
| 100,000-249,999 | 20 | 57.00 | 60.75 | 64.00 | 67.13 | 73.00 | 64.03 |
| Over 250,000 | 9 | 68.00 | 69.00 | 72.00 | 73.00 | 74.00 | 71.17 |
| State Total | 494 | 6.00 | 30.00 | 41.00 | 49.00 | 74.00 | 40.23 |

Note: Derived from 1994 AR/SMA Page 7 "Schedule of Hours" and Page 8 "Branch and/or Bookmobile Information."

Table 10 - Library Visits Per Capita

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|------|--------------|--------------|--------------|-------|---------|
| Under 2,000 | 51 | 0.05 | 1.93 | 4.82 | 8.75 | 52.03 | 7.19 |
| 2,000-4,999 | 123 | 0.18 | 1.41 | 2.56 | 4.10 | 14.96 | 3.28 |
| 5,000-9,999 | 100 | 0.16 | 1.44 | 2.24 | 3.73 | 9.52 | 2.91 |
| 10,000-14,999 | 49 | 0.04 | 1.13 | 2.15 | 3.65 | 8.13 | 2.62 |
| 15,000-24,999 | 47 | 0.01 | 1.86 | 3.03 | 4.39 | 7.22 | 3.13 |
| 25,000-49,999 | 46 | 0.01 | 1.68 | 2.70 | 3.75 | 6.97 | 2.78 |
| 50,000-99,999 | 23 | 0.86 | 1.90 | 2.66 | 3.45 | 5.97 | 2.83 |
| 100,000-249,999 | 18 | 1.40 | 1.87 | 2.54 | 3.66 | 8.47 | 3.05 |
| Over 250,000 | 9 | 2.12 | 2.74 | 2.92 | 3.52 | 4.91 | 3.17 |
| State Total | 466 | • | 1.52 | 2.61 | 4.04 | 52.03 | 3.46 |

Note: Total library visits (from 1994 AR/SMA question 44) divided by population served.



Table 11 - Reference Transactions Per Capita

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|------|--------------|--------------|--------------|-------|---------|
| Under 2,000 | 47 | 0.02 | 0.10 | 0.23 | 0.74 | 32.75 | 1.25 |
| 2,000-4,999 | 124 | * | 0.07 | 0.20 | 0.51 | 4.33 | 0.42 |
| 5,000-9999 | 105 | * | 0.11 | 0.24 | 0.49 | 8.93 | 0.45 |
| 10,000-14,999 | 52 | * | 0.09 | 0.27 | 0.55 | 3.34 | 0.40 |
| 15,000-24,999 | 49 | ** | 0.15 | 0.40 | 0.96 | 3.27 | 0.70 |
| 25,000-49,999 | 46 | 0.01 | 0.26 | 0.38 | 0.67 | 2.14 | 0.53 |
| 50,000-99,999 | 24 | 0.09 | 0.30 | 0.60 | 0.73 | 2.19 | 0.66 |
| 100,000-249,999 | 20 | 0.01 | 0.26 | 0.76 | 1.06 | 4.41 | 0.86 |
| Over 250,000 | 9 | 0.41 | 0.66 | 1.11 | 2.55 | 3.48 | 1.51 |
| State Total | 476 | •. | 0.12 | 0.28 | 0.64 | 32.75 | 0.59 |

^{* =} less than .01

Note: Number of reference transactions received (from 1994 AR/SMA question 41) divided by population served.

Table 12 - Program Attendance Per Capita

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|------------------------|------|--------------|--------------|--------------|------|---------|
| Under 2,000 | 46 | 0.01 | 0.18 | 0.28 | 0.57 | 5.94 | 0.68 |
| 2,000-4,999 | 119 | * | 0.08 | 0.18 | 0.40 | 5.49 | 0.37 |
| 5,000-9,999 | 105 | 0.01 | 0.05 | 0.13 | 0.36 | 3.93 | 0.29 |
| 10,000-14,999 | 53 | 0.02 | 0.09 | 0.17 | 0.27 | 2.91 | 0.31 |
| 15,000-24,999 | 49 | * | 0.09 | 0.19 | 0.33 | 1.53 | 0.26 |
| 25,000-49,999 | 46 | 0.01 | 0.09 | 0.17 | 0.30 | 0.89 | 0.24 |
| 50,000-99,999 | 24 | 0.03 | 0.10 | 0.13 | 0.22 | 1.30 | 0.23 |
| 100,000-249,999 | 20 | 0.03 | 0.08 | 0.15 | 0.26 | 1.92 | 0.26 |
| Over 250,000 | 9 | 0.11 | 0.12 | 0.14 | 0.17 | 0.31 | 0.16 |
| State Total | 471 | * | 0.08 | 0.17 | 0.35 | 5.94 | 0.34 |

^{* =}less than .01

Note: Prgram Attendance (from 1994 AR/SMA question 42 "Number of persons attending programs/presentations") divided by population served.



Table 13 - Head Librarian's Salary

| Population | Number of Libraries | Low | 25th %ile | 50th %ile | 75th %ile | High | Average |
|-----------------|---------------------------|--------|--------------|--------------|--------------|--------|---------|
| Under 2,000 | 52 | 1 | 3,110 | 6,063 | 11,496 | 37,871 | 7,735 |
| 2,000-4,999 | 124 | 1 | 6,000 | 9,380 | 14,614 | 38,465 | 11,350 |
| 5,000-9,999 | 107 | 600 | 10,239 | 15,162 | 18,625 | 43,775 | 15,277 |
| 10,000-14,999 | 53 | 1,814 | 14,708 | 18,500 | 24,500 | 38,616 | 19,664 |
| 15,000-24,999 | 47 | 12,000 | 22,776 | 29,909 | 35,846 | 63,192 | 29,522 |
| 25,000-49,999 | 45 | 20,014 | 28,300 | 34,707 | 39,520 | 54,000 | 33,837 |
| 50,000-99,999 | 24 | 21,759 | 33,144 | 42,885 | 53,398 | 62,000 | 43,083 |
| 100,000-249,999 | 19 | 34,596 | 43,251 | 48,180 | 58,589 | 82,332 | 51,858 |
| Over 250,000 | 8 | 48,000 | 58,641 | 74,007 | 77,903 | 86,000 | 69,586 |
| State Total | 479 | 1 | 9,120 | 16,530 | 28,984 | 86,000 | 20,694 |

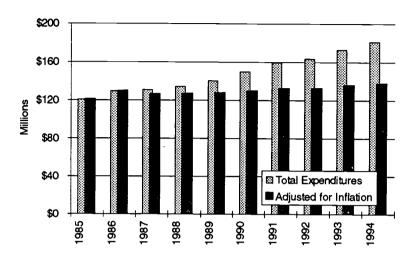
Note: From 1994 AR/SMA question 53 "What was the Head Librarian's annual rate of salary?"

Texas Public Libraries Statistical Summary Overview

| | 1992 | 1993 | 1994 |
|--|-------------|-------------|-------------|
| Averages | | | |
| Total library income per capita (\$) | 10.78 | 11.15 | 11.45 |
| Library expenditures per capita (\$) | 10.36 | 10.96 | 11.09 |
| Salaries and benefits per capita (\$) | 6.9 | 7.36 | 7.49 |
| Materials expenditures per capita (\$) | 1.65 | 1.69 | 1.73 |
| Circulation per capita | 4.4 | 4.54 | 4.32 |
| Reference transactions per capita | 0.96 | 1.03 | 1.11 |
| Total items per capita | 3.02 | 3.17 | 3.13 |
| Totals | | | |
| City Income (\$) | 127,910,228 | 132,106,907 | 142,364,781 |
| County income (\$) | 31,128,762 | 31,670,978 | 33,176,663 |
| School district income (\$) | 642,349 | 784,602 | 843,301 |

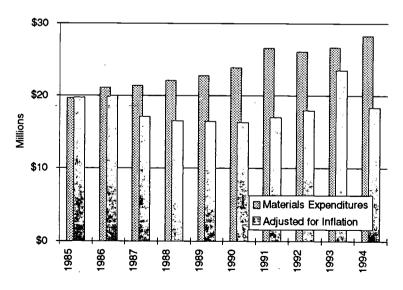


Total Library Operating Expenditures 1985-94 Adjusted for Inflation



Note: Adjusted by Index for All Urban Consumers (CPI-U) average of Texas CMSAs Source: U.S. Bureau of Labor Statistics and Texas Comptroller of Public Accounts

Library Materials Expenditures 1985-94 Adjusted for Inflation

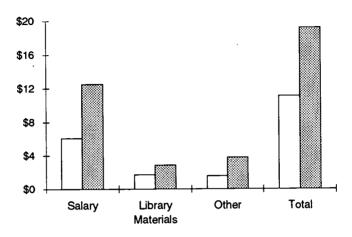


Note: Adjusted by index of U.S. hardcover book prices Source: Bowker Annual, Library and Book Trade Almanac.

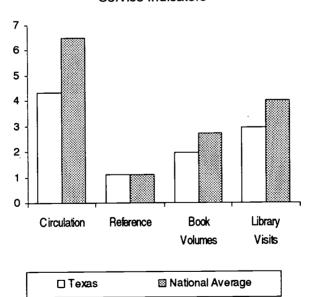


Texas Library Per Capita Data Compared to U.S. Averages

Expenditures



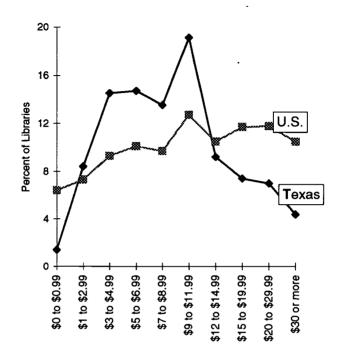
Service Indicators



Note: The U.S. Statistics in these charts are 1993 FSCS data as published by the National Center for Education Statistics, U.S. Department of Education.



Operating Income Per Capita



Income and Percent of Population Served by Type of Library

| | Number | Income Per Capita | Percent of Population Served |
|-------------|--------|----------------------|------------------------------------|
| City | 272 | \$12.15 | 72.02 |
| County | 110 | 10.74 | 19.61 |
| Federated | 24 | 10.36 | 3.98 |
| Non-Profit | 65 | 5.29 | 2.89 |
| City-County | 10 | 6.69 | 0.59 |
| Inter-local | 5 | 6.24 | 0.45 |
| Other | 14 | 5.60 | 0.44 |



Salary and Staffing Data

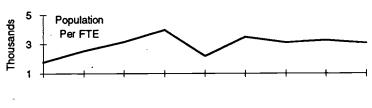
Average head librarian's salary in Texas: \$22,654
Average ALA/MLS head librarian's salary in Texas: \$36,846
Average non-ALA/MLS head librarian's salary in Texas: \$15,668
Average head librarian's salary in Texas towns under 10,000: \$15,097
Estimated per capita income in Texas in 1994: \$19,857*
Population per ALA/MLS librarian in Texas: 13,982
Population per ALA/MLS librarian in U.S.: 9,938**

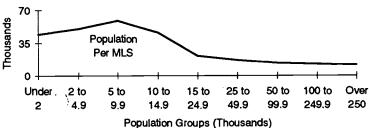
* Source: U.S. Bureau of Economic Analysis as published by the Texas Comptroller

^{**} Source: 1992 FSCS data published by the National Center for Education Statistics

| Population Range | Number of Libraries | Number of MLS Librarians | Number of FTE Staff | Population Per FTE staff | Population Per MLS Librarian | % of FTEs w/ MLS |
|---------------------|---------------------------|--------------------------------|---------------------------|--------------------------------|---------------------------------------|------------------------|
| Under 2,000 | 57 | 2 | 44 | 1,767 | 44,193 | 4.0 |
| 2,000 - 4,999 | 129 | 9 | 175 | 2,541 | 49,839_ | 5.1 |
| 5,000 - 9,999 | 110 | 14 | 258 | 3,161 | 58,755 | 5.4 |
| 10,000 - 14,999 | 54 | 15 | 171 | 3,969 | 45,929 | 8.6 |
| 15,000 - 24,999 | 49 | 48 | 304 | 3,281 | 20,964 | 15.6 |
| 25,000 - 49,999 | 46 | 98 | 464 | 3,486 | 16,431 | 21.2 |
| 50,000 - 99,999 | 24 | 123 | 530 | 3,103 | 13,384 | 23.2 |
| 100,000 - 249,999 | 20 | 244 | 926 | 3,272 | 12,413 | 26.4 |
| Over 250,000 | 9 | 614 | 2,277 | 3,071 | 11,386 | 27.0 |
| Total | 498 | 1,167 | 5,149 | 3,164 | 13,982 | 22.6 |

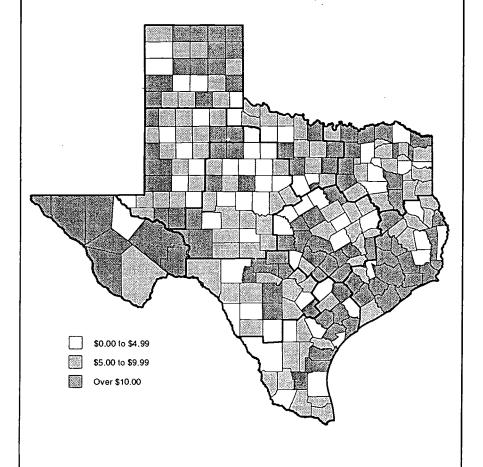
Population Per Library Staff by Population Range





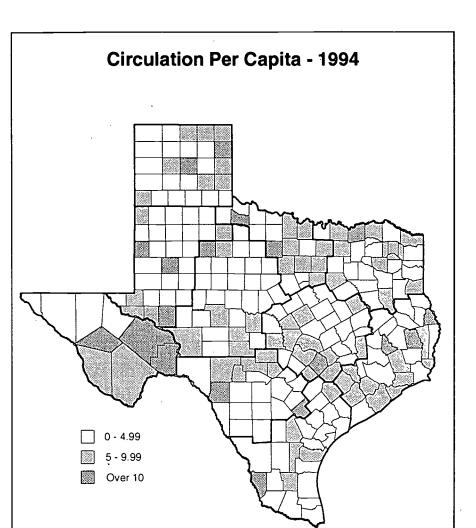


Direct Expenditures Per Capita - 1994



Note: Total direct operating expenditures for libraries in a county divided by population served in that county.

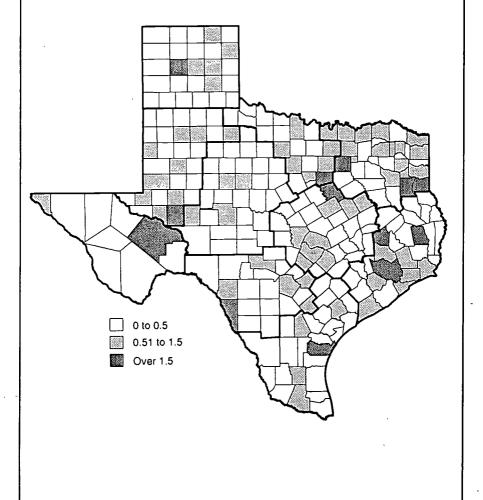




Note: Circulation for all libraries in a county divided by population served for that county.

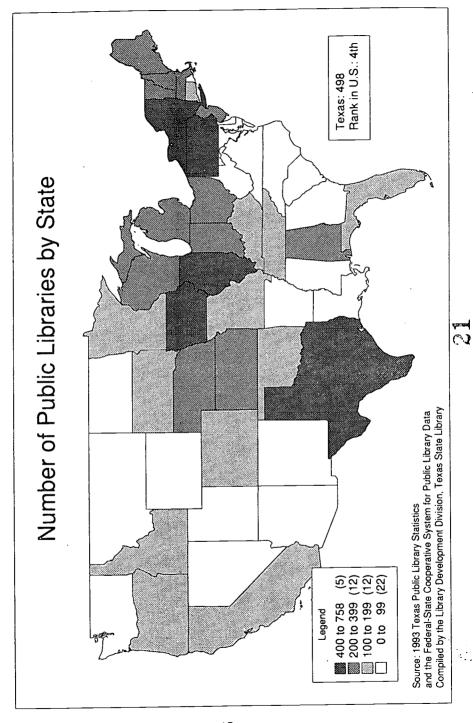


Reference Transactions Per Capita - 1994

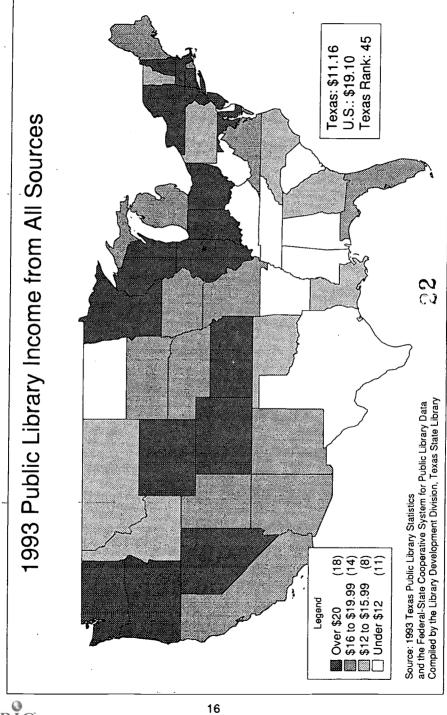


Note: Total reference transactions for a county divided by total population for that county.

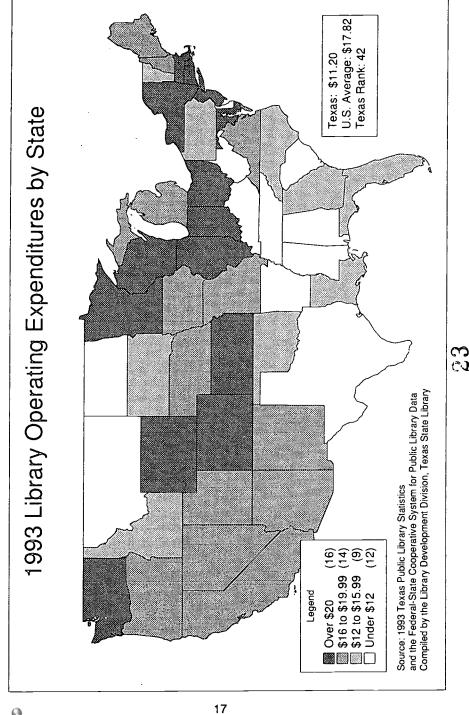














| Population Served (1994) | City | Membership Status (SFY 1996) |
|---|--|--|
| 1,000,000 or more | 4 libraries | |
| 1,690,180 1,199,165 1,047,265 1,024,497 | Houston San Antonio Houston/HCPL Dallas | Member Member Member Member |
| 500,000 to 999,999 | 1 library | |
| 543,813 | El Paso | Member |
| 250,000 to 499,999 | 4 libraries | |
| 492,329 454,430 275,907 266,412 | Austin Fort Worth Arlington Corpus Christi | Member Member Member Member |
| 100,000 to 249,999 | 20 libraries | |
| 225,155 212,452 203,857 203,674 191,186 174,558 161,261 161,065 148,465 146,287 142,106 138,030 125,418 125,159 122,338 115,494 111,439 108,324 108,095 104,482 | Richmond Lubbock Angleton Conroe Garland Waco Irving Amarillo Laredo McAllen Plano Brownsville Pasadena Bryan Odessa Beaumont Midland Mesquite Abilene Grand Prairie | Member |



| Population Served (1994) | City | Membership Status (SFY 1996) |
|--|---|--|
| 50,000 to 99,999 | . 24 libraries | |
| 99,110 97,624 95,018 93,614 89,357 80,582 77,042 76,872 76,364 70,790 67,705 66,574 59,677 59,105 58,024 56,724 55,487 54,752 53,084 52,883 52,768 51,962 | San Angelo Carrollton Wichita Falls Longview Baytown Denton Victoria Tyler Richardson Galveston Lufkin Killeen Port Arthur Lewisville Pharr Grapevine Marshall Nacogdoches Mission Edinburg Weatherford Harlingen | Member |
| 50,358 50,102 25,000 to 49,999 | North Richland Hills Athens 46 libraries | Member Non-member |
| 49,569 45,103 45,023 44,953 44,653 44,312 42,492 41,796 41,334 40,885 40,683 | Texas City Temple Palestine Rio Grande City Greenville Bedford Sherman New Braunfels San Marcos Henderson Del Rio | Member |



| Population | Served (1994) | City | Membership Status (SFY 1996) |
|------------------|------------------|----------------|---------------------------------|
| | 39,939 | League City | Member |
| | 39,892 | Wharton | Member |
| | 39,710 | Corsicana | Member |
| · | 39,665 | Euless | Member |
| | 38,204 | Weslaco | Member |
| | 37,396 | Alice | Member |
| | 37,306 | Seguin | Member |
| | 37,276 | Kerrville | Member |
| | 36,967 | Duncanville | Member |
| | 35,386 | Denison | Member |
| | 35,016 | Round Rock | Member |
| | 34,822 | Haltom City | Member |
| | 34,417 | Hurst | Member |
| | 34,193 | Brownwood | Member |
| | 33,867 | Canton | Member |
| | 33,340 | DeSoto | Member |
| | 32,601 | Eagle Pass | Member |
| | 32,161 | Big Spring | Member |
| | 32,122 | Texarkana | Member |
| | 31,089 | Granbury | Member |
| | 30,816 | Kingsville | Member |
| | 30,000 | Gilmer | Member |
| | 29,561 | Gainesville | Member |
| | 29,367 | Deer Park | Member |
| | 29,363 | The Colony | Member |
| | 29,329 | Terrell | Member |
| | 29,296 | Friendswood | Member |
| | 28,746 | Bay City | Member |
| | 28,198 | San Benito | Member |
| | 27,439 | Plainview | Member |
| | 26,512 | Brenham | Member |
| | 25,578 | Livingston | Member |
| | 25,559 | Rowlett | Member |
| | 25,362 | Borger | Member |
| | 25,184 | Rockwall | Member |
| 10,000 to 24,999 | | 103 libraries | |
| • | 24,772 | Farmers Branch | Member |
| | 24,751 | Paris | Member |
| | 24,697 | Beeville | Member |



:6 2

| Population Served (1994) | City | Membership Status (SFY 1996) |
|--------------------------|----------------|---------------------------------|
| 24,588 | Levelland | Member |
| 24,580 | Copperas Cove | Member |
| 24,192 | Uvalde | Member |
| 23,817 | Hempstead | Member |
| 23,738 | Floresville | Member |
| 23,271 | McKinney | Member |
| 23,154 | Lancaster | Member |
| 23,080 | Bumet | Member |
| 22,694 | Clebume | Member |
| 22,590 | Cedar Hill | Member |
| 22,223 | Pampa | Member |
| 22,080 | Carthage | Member |
| 22,029 | Mercedes | Member |
| 21,949 | Los Fresnos | Member |
| 21,851 | Donna | Member |
| 21,784 | Watauga | Member |
| 21,624 | Alien | Member |
| 21,435 | Beaumont/JCL | Member |
| 21,349 | Schertz | Member |
| 21,323 | Huntsville | Member |
| 21,174 | Flower Mound | Member |
| 20,191 | Coppeli | Member |
| 20,106 | Port Lavaca | Member |
| 19,860 | Orange | Member |
| 19,625 | Village Mills | Non-member |
| 19,118 | Rockport | Member |
| 18,881 | Waxahachie | Member |
| 18,769 | Hereford | Member |
| 18,691 | Snyder | Member |
| 18,462 | Balch Springs | Member |
| 18,438 | Portland | Member |
| 18,278 | Raymondville | Member |
| 18,058 | Dumas | Member |
| 17,906 | La Marque | Member |
| 17,810 | Woodville | Member |
| 17,714 | Anahuac | Member |
| 17,706 | Fredericksburg | Member |
| 17,309 | Burleson | Member |
| 17,258 | Mansfield | Member |
| 16,721 | Nederland | Member |
| 16,507 | Groves | Member |



| Population Served (1994) | City | Membership Status (SFY 1996) |
|-----------------------------|------------------|---------------------------------|
| 16,492 | Smiley | Non-member |
| 16,136 | Sweetwater | Member |
| 15,763 | Georgetown | Member |
| 15,720 | Keller | Member |
| 15,542 | White Settlement | Member |
| 14,893 | Dublin | Member |
| 14,821 | Alamo | Member |
| 14,599 | Andrews | Member |
| 14,577 | Mineral Wells | Member |
| 14,575 | Vemon | Member |
| 14,270 | Seminole | Member |
| 14,266 | Bellaire | Member |
| 14,112 | Mexia | Member |
| 14,094 | Ennis | Member |
| 14,062 | Lamesa | Member |
| 14,058 | Sulphur Springs | Member |
| 13,793 | Pleasanton | Member |
| 13,789 | Clarksville | Non-member |
| 13,634 | Lake Dallas | Member |
| 13,633 | Universal City | Member |
| 13,608 | Kilgore | Member |
| 13,584 | San Diego | Member |
| 13,533 | Stephenville | Member |
| 13,502 | Newton | Member |
| 13,423 | Port Neches | Member |
| 12,978 | Brownfield | Member |
| 12,937 | Edna | Non-member |
| 12,912 | Commerce | Member |
| 12,886 | Harker Heights | Member |
| 12,828 | Littlefield | Member |
| 12,649 | Decatur | Member |
| 12,591 | Mt. Pleasant | Member |
| 12,578 | Jacksonville | Member |
| 12,525 | Monahans | Member |
| 12,483 | Midlothian | Member |
| 12,285 | Belton | Member |
| 12,249 | Azle | Member |
| 11,970 | Dickinson | Member |
| 11,880 | Taylor | Member |
| 11,846 | Forest Hill | Member |
| 11,746 | Fort Stockton | Member |



| Population Served (1994) | City | Membership Status (SFY 1996) |
|-----------------------------|------------------|---------------------------------|
| 11,683 | Llano | Member |
| 11,635 | Cameron | Member |
| 11,393 | Canyon | Member |
| 11,336 | Vidor | Member |
| 11,298 | Lake Travis | Member |
| 11,272 | Centerville | Non-member |
| 11,254 | Rockdale | Member |
| 11,100 | Bandera | Member |
| 11,065 | Kaufman | Member |
| 11,062 | Madisonville | Member |
| 11,028 | Wimberley | Member |
| 11,025 | Bridgeport | Member |
| 10,704 | Santa Fe | Member |
| 10,553 | Carrizo Springs | Member ` |
| 10,406 | Aransas Pass | Member |
| 10,197 | Dripping Springs | Member |
| 10,139 | Pittsburg | Member |
| 10,131 | Leon Valley | Member |
| 5,000 to 9,999 | 110 libraries | |
| 9,995 | Seagoville | Member |
| 9,971 | Burkbumett | Member |
| 9,831 | Zapata | Member |
| 9,809 | George West | Member |
| 9,733 | Converse | Member |
| 9,715 | Hewitt | Member |
| 9,631 | Henrietta | Member |
| 9,608 | Wallis | Member |
| 9,435 | Lockhart | Member |
| 9,428 | Malakoff | Member |
| 9,411 | Wylie | Member |
| 9,405 | Coleman | Member |
| 9,200 | Palacios | Member |
| 9,069 | Elsa | Member |
| 8,988 | Cisco | Non-member |
| 8,886 | Saginaw | Member |
| 8,884 | Eastland | Member |
| 8,851 | Perryton | Member |
| 8,820 | Groveton | Member |
| 8,755 | Dimmitt | Member |



| Population Served (1994) | City | Membership Status (SFY 1996) |
|-----------------------------|----------------|---------------------------------|
| 8,747 | Highland Park | Member |
| 8,693 | Graham | Member |
| 8,692 | Comanche | Member |
| 8,649 | Alpine | Member |
| 8,600 | Rio Hondo | Member |
| 8,562 | Ingleside | Member |
| 8,552 | Breckenridge | Non-member |
| 8,463 | Kermit | Member |
| 8,444 | Floydada | Member |
| 8,360 | Dalhart | Member |
| 8,332 | Crystal City | Member |
| 8,293 | Boeme | Member |
| 8,281 | Tulia | Member |
| 8,246 | Buna | Member |
| 8,219 | Brady | Member |
| 8,216 | Bridge City | Member |
| 8,187 | Falfurrias | Member |
| 8,107 | Richland Hills | Member |
| 8,067 | Mathis | Member |
| 8,046 | Quemado | Member |
| 7,964 | Sinton | Member |
| 7,942 | Corrigan | Member |
| 7,891 | Mineola | Member |
| 7,887 | San Augustine | Member |
| 7,839 | Refugio | Member |
| 7,831 | Liberty | Member |
| 7,828 | Fairfield | Member |
| 7,790 | Teague | Member |
| 7,699 | Archer City | Member |
| 7,671 | Colorado City | Member |
| 7,637 | Sealy | Member |
| 7,61.1 | Roanoke | Member |
| 7,562 | Gladewater | Member |
| 7,442 | Hamilton | Member |
| 7,388 | Frisco | Member |
| 7,342 | Cleveland | Member |
| 7,325 | Lumberton | Member |
| 7,276 | Hitchcock | Member |
| 7,242 | Pearsall | Member |
| 7,219 | Crowley | Member |
| 7,179 | Crosbyton | Member |
| | | |



| Population Served (1994) | City | Membership Status (SFY 1996) |
|-----------------------------|---------------------|---------------------------------|
| 7,141 | Hillsboro | Member |
| 7,070 | Winnsboro | Member |
| 7,042 | Crockett | Member |
| 6,950 | Jasper | Member |
| 6,946 | Emory | Member |
| 6,865 | Slaton | Member |
| 6,768 | Jacksboro | Member |
| 6,725 | Tahoka | Member |
| 6,703 | River Oaks | Member |
| 6,629 | Silsbee | Member |
| 6,615 | Marlin | Member |
| 6,591 | Haskell | Member |
| 6,569 | Navasota | Member |
| 6,523 | Cuero | Member |
| 6,510 | Groesbeck | Member |
| 6,486 | Panhandle Panhandle | Member |
| 6,421 | Bonham | Member |
| 6,401 | Sachse | Member |
| 6,361 | Ballinger | Member |
| 6,355 | Lampasas | Member |
| 6,348 | Clyde | Member |
| 6,258 | La Feria | Member |
| 6,201 | Hondo | Member |
| 6,164 | Springtown | Member |
| 6,161 | Childress | Member |
| 6,153 | Mt. Vemon | Member |
| 6,150 | Canyon Lake | Member |
| 6,144 | Comfort | Member |
| 6,132 | Atlanta | Member |
| 6,111 | lowa Park | Member |
| 6,106 | Port Isabel | Member |
| 6,040 | Goliad | Member |
| 6,030 | Gatesville | Member |
| 5,783 | Jourdanton | Member |
| 5,724 | Cedar Park | Member |
| 5,707 | Poteet | Member |
| 5,682 | Everman | Member |
| 5,588 | San Saba | Member |
| 5,584 | Dayton | Member |
| 5,550 | Howe | Member |
| 5,534 | Yoakum | Member |



| Population Served (1994) | City | Membership Status (SFY 1996) |
|-----------------------------|---------------|---------------------------------|
| 5,527 | Glen Rose | Member |
| 5,431 | Cotulla | Member |
| 5,371 | Kenedy | Member |
| 5,286 | Pflugerville | Member |
| 5,133 | Columbus | Member |
| 5,107 | Eagle Lake | Member |
| 5,079 | Hebbronville | Member |
| 5,019 | Hearne | Member |
| 2,500 to 4,999 | 107 libraries | |
| 4,977 | Grand Saline | Member |
| 4,973 | New Boston | Member |
| 4,965 | Quanah | Member |
| 4,961 | Post | Member |
| 4,903 | Lake Worth | Member |
| 4,888 | Stanton | Member |
| 4,883 | Sheridan | Non-member |
| 4,836 | Bowie | Member |
| 4,800 | Luling | Member |
| 4,796 | Kennedale | Member |
| 4,762 | Elgin | Member |
| 4,755 | Taft | Member |
| 4,754 | Munday | Member |
| 4,704 | La Joya | Member |
| 4,694 | Center | Member · |
| 4,682 | McGregor | Member |
| 4,676 | Cooper | Member |
| 4,673 | Whitesboro | Member |
| 4,632 | Crane | Member |
| 4,577 | Big Lake | Member |
| 4,538 | Sanger | Member |
| 4,525 | Rotan | Member |
| 4,509 | DeLeon | Non-member |
| 4,508 | Winters | Member |
| 4,487 | Quinlan | Member |
| 4,470 | Whitehouse | Member |
| 4,432 | Muleshoe | Member |
| 4,425 | Plains | Member |
| 4,414 | Karnes City | Member |
| 4,395 | Venus | Member |



| Population Served (1994) | City | Membership Status (SFY 1996) |
|-----------------------------|---------------|---------------------------------|
| 4,391 | Rusk | Member |
| 4,372 | Denver City | Member |
| 4,346 | Bastrop | Member |
| 4,309 | Diboll | Member |
| 4,257 | Marion | Member |
| 4,240 | Sonora | Member |
| 4,205 | Fomey | Member |
| 4,197 | Morton | Member |
| 4,187 | Seymour | Member |
| 4,158 . | Aledo | Member |
| 4,130 | Spearman | Member |
| 4,117 | Giddings | Member |
| 4,101 | Junction | Member |
| 4,072 | Ozona | Member |
| 4,042 | Devine | Member |
| 4,022 | Lytle | Member |
| 4,016 | Cockrell Hill | Member |
| 3,998 | La Grange | Member |
| 3,983 | Olney | Member |
| 3,979 | Bulverde | Member |
| 3,853 | Leander | Member |
| 3,790 | Memphis | Member |
| 3,737 | Friona | Member |
| 3,736 | Blanco | Member |
| 3,666 | Stamford | Non-member |
| 3,527 | Kirbyville | Member |
| 3,498 | Clarendon | Member |
| 3,488 | Bellville | Member . |
| 3,480 | Canadian | Member |
| 3,477 | Wellington | Member. |
| 3,436 | Odem | Member |
| 3,404 | Kountze | Member |
| 3,379 | Shamrock | Member |
| 3,349 | Mason | Member |
| 3,339 | Smithville | Member |
| 3,332 | Robert Lee | Member |
| 3,330 | Baird | Member |
| 3,297 | Abemathy | Member |
| 3,270 | Kyle | Member |
| 3,257 | Caldwell | Member |
| 3,246 | Albany | Non-member |



| Population Served (1994) | City | Membership Status (SFY 1996) |
|-----------------------------|---------------|---------------------------------|
| 3,235 | Van Horn | Member |
| 3,196 | Brackettville | Member |
| 3,173 | Pilot Point | Member |
| 3,148 | New Waverty | Member |
| 3,124 | Weimar | Member |
| 3,123 | Boyd | Member |
| 3,120 | Presidio | Member |
| 3,056 | Eldorado | Member |
| 3,015 | Alvarado | Member |
| 2,985 | Electra | Member |
| 2,953 | Van Alstyne | Member |
| 2,940 | Johnson City | Member |
| 2,906 | Frankston | Member |
| 2,898 | Wolfe City | Member |
| 2,888 | Salado | Member |
| 2,870 | Hooks | Non-member |
| 2,869 | Hawkins | Member |
| 2,797 | Farmersville | Member |
| 2,787 | Stratford | Member |
| 2,757 | Nocona | Member |
| 2,738 | Hutchins | Member |
| 2,719 | Chico | Member |
| 2,713 | Alvord | Member |
| 2,686 | Trinity | Member |
| 2,674 | Hale Center | Member |
| 2,622 | Buda | Member |
| 2,606 | Anson - | Member |
| 2,605 | ****** | ->- Member |
| 2,599 | Rankin | Member |
| 2,593 | Wilmer | Member |
| 2,587 | Hallettsville | Member |
| 2,580 | Daingerfield | Member |
| 2,574 | Sour Lake | Member |
| 2,555 | Charlotte | Member |
| 2,522 | Marfa | Member |
| 2,507 | Lindale | Member |
| 1,000 to 2,499 | 67 libraries | . • |
| 2,462 | Petersburg | Non-member |
| 2,450 | Leakey | Member |
| _, .00 | -, | |



| Population | Served (1994) | City | Membership Status (SFY 1996) |
|------------|------------------|--------------|---------------------------------|
| | 2,431 | Spur | Member |
| | 2,422 | Schulenburg | Member |
| | 2,370 | Sunnyvale | Member |
| • | 2,361 | Idalou | Member |
| | 2,325 | Castroville | Member |
| | 2,322 | Blue Mound | Member |
| | 2,298 | Ferris | Member |
| | 2,279 | Lago Vista | Non-member |
| | 2,278 | Whitewright | Member |
| | 2,277 | Wolfforth | Member |
| | 2,267 | Port Aransas | Member |
| · | 2,262 | Menard | Member |
| * | 2,259 | Booker | Member |
| | 2,230 | Vega | Member |
| | 2,184 | Yorktown | Member |
| ٠ . | 2,166 | Cross Plains | Member |
| • | 2,122 | Wheeler | Member |
| | 2,094 | Shiner | Member |
| | 2,079 | Paducah | Member |
| | 2,076 | Newark | Member |
| | 2,072 | Celina | Member |
| | 2,051 | Fort Hancock | Member |
| • | 1,993 | Shepherd | Member |
| | 1,989 | Aspermont | Member |
| | 1,951 | Krum | Member |
| | 1;931 | Claude | Non-member |
| | 1,916 | Fort Davis | Member |
| | 1,847 | Earth | Member |
| • | 1,805 | Melissa | Member |
| | 1,793 | Quitman | Member |
| | 1,766 | Troup | Member |
| | 1,740 | Pottsboro | Member |
| • | 1,740 | Rhome | Non-member |
| | 1,728 | Laguna Vista | Non-member |
| | 1,724 | Mabank | Member |
| | 1,704 | Runge | Member |
| • | 1,680 | Leonard | Member |
| • | 1,678 | Honey Grove | Member |
| , | 1,667 | Crowell | Member |
| | 1,659 | Belton | Non-member |
| | 1,652 | Buffalo | Member |



| Population S | erved (1994) | City | Membership Status (SFY 1996) |
|------------------------|-----------------|-----------------|---------------------------------|
| | 1,620 | Mertzon | Member |
| · | 1,609 | Whitney | Member |
| • | 1,587 | Rocksprings | Non-member |
| | 1,573 | McCamey | Member |
| | 1,569 | Justin | Member |
| | 1,557 | , Iraan | Member |
| | 1,553 | Eden | Member |
| • | 1,539 | Austin/Westbank | Member |
| , | 1,511 | Sterling City | Member |
| | 1,490 | Gruver | Member |
| e Let | 1,448 | Aubrey | Member |
| | 1,418 | Matador | . Member |
| | 1,387 | Kendalia | Member |
| | 1,387 | Muenster | Member |
| | 1,352 | Bartlett | Member |
| | 1,339 | Sanderson | Member |
| a a jeden sa | 1,335 | Jonestown | Member |
| | 1,327 | Flatonia | Non-member |
| | 1,222 | Hemphill | Member |
| | 1,213 | McLean | Member |
| | 1,136 | Silverton | Non-member |
| | 1,060 | Maud | Member |
| 1.3 | 1,019 | Miami | Non-member |
| | 1,013 | Imperial | Member |
| 1 to 999 | | 14 libraries | · · . · |
| | 959 | Jayton | Member |
| | 940 | Florence | Member |
| | 914 | Dell City | Member |
| , ; | 905 | Pineland | Member |
| | 879 | Barksdale | Member |
| 1 G 19 9 | 858 | Texline | Non-member |
| 47 (1.5) | 756 | Higgins | Member |
| | 737 | Quitaque | Member |
| | 689 | Falls City | Member |
| * - | 635 | Lake Tanglewood | Non-member |
| terr Vice our exist | 610 | Waelder | Member |
| | 584 | Coldspring | Member |
| | 339 | Guthrie | Member |
| | 305 | Mount Calm | Member |
| •• | | | |





U.S. DEPARTMENT OF EDUCATION

Office of Educational Research and Improvement (OERI) Educational Resources Information Center (ERIC)



REPRODUCTION RELEASE

(Specific Document)

| 1 | DOCUMENT | IDENTIFICATION: |
|----|----------|------------------|
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